

NORTHERN RAILWAY

(Personnel Department)

Headquarter Office,
Baroda House,
New Delhi

No. 698-E/75/Labour code/New/E-VI

dated-14.05.2026

ALL PHODs, N. Rly., Baroda House, New Delhi.

DRMs, N. Rly. - LKO, MB, DLI, UMB, FZR & JAT

CWMs, N. Rly. - JUDW, AMV-LKO, CB-LKO, ASR, RCNK & GZB.

CAO/C, K.Gate/DLI.

CAO/C/USBRL/Satyam Complex, Trikuta Nagar/JAT

Sub:- Strict compliance of Labour Law Provisions for Employees and Contract Labour in all units under Ministry of Railways.

Ref:- Railway Board's Letter No. 2026/E(LL)/AT/CNR/5 dated 11.05.2026

Government of India has introduced major labour reforms and has on 21.11.2025 notified new Labour Codes which has become effective from the date of notification. Railway Board vide reference letter mentioned above has directed to ensure the full compliance with statutory Labour Law provisions in respect of employees and contract labour engaged across Railway and Railway PSU's. The following key areas require immediate attention and strict implementation.

1. Timely Payment of wages
2. Issuance of Appointment letters
3. Issuance of Wage Slips
4. Provisions of Welfare Facilities by Principal Employer
5. Grievance Redressal Mechanism for Contract Labour

Details of the above key areas may please be perused in the Bd's letter dated 11.05.2026(copy enclosed).

In this regard all concerned are advised to take necessary steps to ensure strict adherence to the above provisions. Compliance should be reviewed periodically, and any deviations must be addressed without delay. Ministry of Labour and Employment has launched **e-SHRAM Portal**, a national database for unorganised workers. All principal employers are required to ensure that the **e-SHRAM Portal**, and the

Shramik Kalyan Portal are updated at all times. Divisions/Units are requested to nominate a Nodal Officer for monitoring the implementation of the Labour Codes and to furnish update on action taken in this matter, to this office positively before 22.05.2026 so that the same may be submitted to Board's Office.

DA/As Above.

 14/05/2026

(Awdhesh Kumar)

Dy.CPO/IR

For General Manager (P)



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GOVERNMENT OF INDIA/ (भारत सरकार)
MINISTRY OF RAILWAYS/ (रेल मंत्रालय)
RAILWAY BOARD/ (रेलवे बोर्ड)

No.2026/E(LL)/AT/CNR/5

Dated: 11.05.2026

The General Managers,
All Zonal Railways, Production Units,
Metro Railway/Kolkata,
CORE/Prayagraj, RWP/Bela, WPO/Patna,
The Director General, RDSO, Lucknow,
The Director General, NAIR, Vadodara,
The CMDs, Railway PSUs, MD CRIS
Vice Chairman, RLDA, Director, All CTIs

Subject: Strict Implementation of Labour Law Provisions for Employees and Contract Labour in all units under Ministry of Railways.

Sir/Madam,

Government of India has introduced major labour reforms and has on 21.11.2025 notified new Labour Codes which have become effective from the date of notification. It is imperative to ensure full compliance with statutory labour law provisions in respect of employees and contract labour engaged across Railways and Railway PSUs. The following key areas require immediate attention and strict implementation:

1. Timely Payment of Wages

All contractors must ensure disbursement of wages within the prescribed time limits without any delay. Monitoring mechanisms may be strengthened to prevent instances of wage withholding or irregular deductions. The time limits for payment of wages for different wage periods as per Code on Wages 2019 for all workers and contract workers is as under.

| Wages Period | Time limit for Payment of Wages |
|--------------|-----------------------------------|
| Daily Wages | End of shift |
| Weekly | Before weekly holiday |
| Fortnightly | Within 2 days of end of fortnight |
| Monthly | Within 7 days of next month |

2. Issuance of Appointment Letters

Every employee and contract worker should be provided with a formal appointment letter clearly outlining terms and conditions of employment. This promotes transparency and safeguards the rights of workers and this should be ensured by all principal employers as mandated by The Occupational Safety, Health and Working Conditions Code, 2020. A proforma of the appointment letter is enclosed as **Annexure I**.

3. Issuance of Wage Slips

To ensure accountability and clarity in wage disbursement, wage slips must be issued to all employees and contract labour at the time of wage payment, detailing earnings, deductions, and net payable amount as per Code on Wages, 2019. A proforma Wage Slip is enclosed as Annexure II. In case appointment letter and wage slips are being issued with fields mentioned in the above indicated formats, the same may be continued to be used.

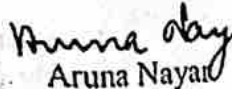
4. Provision of Welfare Facilities by Principal Employer

The Occupational Safety, Health and Working Conditions Code, 2020 mandates that the principal employer must ensure that statutory welfare facilities such as drinking water, sanitation, rest areas, creche and first aid are adequately provided to all contract labourers at the worksites. The same should be ensured and regular inspections should be conducted to ensure compliance.

5. Grievance Redressal Mechanism for Contract Labour

A structured grievance redressal system must be established for contract workers. A committee consisting of representatives of principal employers and contractors may be constituted at appropriate levels to address complaints promptly and ensure fair resolution within a period of 30 days.

All concerned are advised to take necessary steps to ensure strict adherence to the above provisions. Compliance should be reviewed periodically, and any deviations must be addressed without delay. Ministry of Labour and Employment has launched e-SHRAM Portal, a national database for unorganized workers. All principal employers are required to ensure that the e-SHRAM Portal and the Shramik Kalyan Portal are updated at all times. Railways/Units are requested to nominate a Nodal Officer for monitoring the implementation of the Labour Codes and to furnish update on action taken in this matter, not later than 29.05.2026.


Aruna Nayar
Director General(HR)
Railway Board

Copy for information and necessary action:-
All Board Members, DGs,
Secretary, Railway Board

Letter of appointment to employee under clause (f) of sub-section (1) of Section 6 of Occupational Safety, Health and Working Conditions (OSH &WC) Code, 2020

(To be issued in English or Hindi and in local language)

Format for Appointment Letter

- i. Name of employee:
- ii. Date of birth:
- iii. Father's / Mother's name:
- iv. Aadhaar number (after obtaining consent):
- v. Labour Identification Number (LIN) of the establishment:
- vi. Universal Account Number (UAN) and / or Insurance Number (ESIC) (if available):
- vii. Designation:
- viii. Type of Employment (Regular/Fixed-term-employment/Contractual):
- ix. Category of skill:
- x. Date of joining:
- xi. Wages/Basic/Pay and Dearness Allowance:
- xii. Other allowance including accommodation whichever is/are applicable:
- xiii. Applicability of social security [Employees' Provident Fund Organization (EPFO) and Employees' State Insurance Corporation (ESIC)] benefits:
- xiv. Broad Nature of duties to be performed:
- xv. Benefits available under chapter VI (Maternity Benefit) of Code on Social Security, 2020 (in case of women employee):
- xvi. Any other information:



Signature / Digital Signature
Employer

Issuance of Wage Slip under Section 50(3) of Code on Wages, 2019

FORM – VIII-C

(See rule 156)

Format for Wage slip

| | | | | |
|-----------------------------------|-------------------------------------|----------|--------------|---------------------|
| Date of issue: | | | | |
| Name of the Establishment | | | | |
| Address:..... | | | Period:..... | |
| 1. | Name of the Employee: | | | |
| 2. | Father's/Mother's/Spouse's Name: | | | |
| 3. | Designation: | | | |
| 4. | UAN: | | | |
| 5. | Bank Account Number: | | | |
| 6. | Wage period: | | | |
| 7. | Rate of wages payable | a) Basic | b) D.A. | c) other allowances |
| 8. | Total attendance/unit of work done: | | | |
| 9. | Overtime wages | | | |
| 10. | Gross wages payable | | | |
| 11. | Total deductions | a) PF | b) ESI | c) Others |
| 12. | Net wages paid | | | |
| *Employer/Pay-in-charge signature | | | | |

***Note: Required in case register is maintained physically.**